

FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT  
BOARD OF EDUCATION  
FAIRBANKS, ALASKA

Special Meeting

MINUTES

March 7, 2016

President Haas called the meeting to order at 5:30 p.m. in the boardroom of the FNSBSD Administrative Center at 520 Fifth Avenue. The special meeting was called to discuss personnel, hearing, & investigation matters; including possible executive sessions with counsel to obtain advice and discuss strategies, potential risks, and liabilities as it relates to attorney/client communications regarding a school employee and related law enforcement investigation; the board's role in the informal hearing process; the district's use of outside counsel; and the use of administrative leave during a period of investigation to determine whether there are grounds for subsequent district action.

President Haas read the district's mission statement: *"Our mission is to provide an excellent, equitable education in a safe, supportive environment so all students will succeed and contribute to a diverse and changing society."*

Present:

Heidi Haas, President  
Lisa Gentry, Vice President  
Allyson Lambert, Treasurer  
Michael O'Brien, Clerk  
Wendy Dominique, Member  
Sue Hull, Member (By Phone)

Absent:

Sean Rice, Member

Staff Present:

Dr. Karen Gaborik, Superintendent of Schools  
Lisa Pearce, Chief Financial Officer  
Traci Gatewood, Executive Director of Human Resources  
Sharon Tuttle, Executive Assistant to the Board of Education

Others Present:

John Sedor, Sedor, Sedor Wendlandt Evans & Filippi, LLC

**Public Testimony** – *limited to items on the agenda only* [0:01:00]

President Haas called for public testimony. Hearing none, public testimony was closed.

**Personnel, Hearing, & Investigation Matters** [0:01:07]

**Executive Session** [0:01:57]

An executive session was called with counsel to obtain advice and discuss strategies, potential risks, and liabilities as it relates to attorney/client communications.

O'BRIEN MOVED, GENTRY SECONDED, TO CONVENE IN EXECUTIVE SESSION WITH COUNSEL AS IT RELATES TO ATTORNEY/CLIENT COMMUNICATIONS FOR: LEGAL COMMUNICATION AND ADVICE REGARDING A SCHOOL EMPLOYEE AND RELATED LAW ENFORCEMENT INVESTIGATION AND UNRELATED PENDING LEGAL CLAIM, INCLUDING THE DISTRICT'S USE OF OUTSIDE LEGAL COUNSEL AND OPTIONS, ALTERNATIVES, POTENTIAL RISKS, POTENTIAL LIABILITY AND STRATEGIES REGARDING SAME; LEGAL ADVICE

**Executive Session (continued)**

AND COMMUNICATION REGARDING RISKS AND STRATEGIES RELATING TO THE BOARD'S ROLE IN THE INFORMAL HEARING PROCESS OF A PENDING EMPLOYEE DISMISSAL PROCEEDING; AND, LEGAL ADVICE AND COMMUNICATION REGARDING RISKS AND STRATEGIES RELATING TO PLACING A CURRENT EMPLOYEE ON ADMINISTRATIVE LEAVE DURING A PERIOD OF INVESTIGATION TO DETERMINE WHETHER THERE ARE GROUNDS FOR SUBSEQUENT DISTRICT ACTION.

MOTION CARRIED UNANIMOUSLY BY VOICE CONSENT OF SIX MEMBERS (HULL, DOMINIQUE, O'BRIEN, LAMBERT, GENTRY, HAAS)

The board convened to executive session at 5:32 p.m.

The executive session adjourned at 6:22 p.m. [0:02:55]

**Personnel, Hearing & Investigation Matters (continued)**

President Haas stated the board had provided direction to the superintendent.

**Board Comments/Discussion** [0:03:04]

None

The meeting adjourned at 6:23 p.m.

Submitted by Sharon Tuttle, executive assistant to the Board of Education.